JMTC Continuous Improvement in Safety Performance FY 2005

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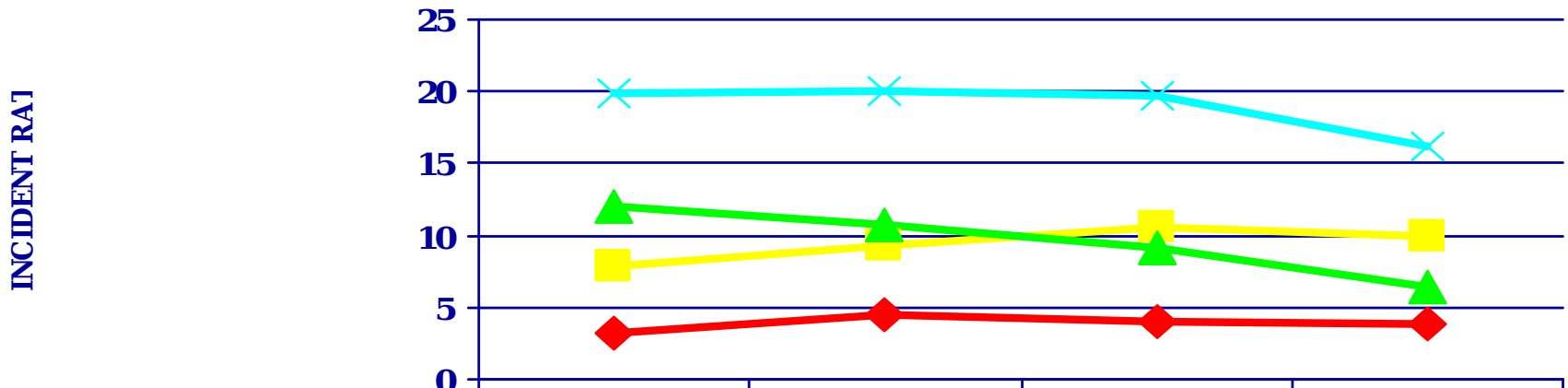
Briefing Agenda

- ✔ Program Justification
- ✔ What is the CISP Program
- ✔ The Intent of the CISP Program
- ✔ The CISP Process
- ✔ Action Plans
- ✔ Expectations of the CISP Program
- ✔ Safety Metrics
- ✔ Safety Performance Profile
- ✔ Accident Investigations

Program Justification

- ✔ **Analysis of FY 1992 to FY 1995 concluded that:**
  - ➤ **No significant improvements in incident rates.**
  - **Majority of injury experiences were of the more serious type (Lost Time, OSHA Recordable).**
  - **Associated Costs (Medical, COP, Compensation, etc.) would continue to increase.**
- ✔ **Analysis showed the need to refocus on:**
  - **Accountability for Accident Prevention.**
  - **Development of Accident Prevention Strategies.**
  - **Increasing Safety Awareness.**
  - **Increasing Employee Involvement.**
  - **Setting Safety Performance Goals and Objectives.**

Program Justification



	FY92	FY93	FY94	FY95
LOST TIME	3.26	4.49	3.94	3.84
OSHA RECORDABLE	7.85	9.34	10.62	9.86
FIRST-AID	12.02	10.71	9.08	6.39
TOTAL INCIDENT	19.87	20.05	19.70	16.25

What is the CISP Program

- ✔ **Concept: Continuous Improvement**
- ✔ **Approach: Structured and Disciplined**
  - ➤ **Command Support**
  - **Setting Safety Performance Goals**
  - **Identifies Major Problem Areas**
  - **Action Planning**
  - **Accountability for Results**
- ✔ **Results: Continuous Improvement in Safety Performance**

The Intent of the CISP Program

- ✔ **Establishes reasonable, attainable, and measurable safety performance goals at Directorate and Division levels.**
- ✔ **Improves Safety Performance by strengthening accident prevention strategies, before and after the fact.**
- ✔ **The development of Action Plans that specify objectives to meet specific performance goals and defines and assigns accountability for results at all employee levels, management and labor, alike.**
- ✔ **Continuous Improvement in Safety Performance.**

The CISP Process

- ✔ **Preview Previous Years Safety Performance**
- ✔ **Commander Establishes Goals for FY**
  - ➤ **Incident Rates**
  - **Associated Costs (Medical, COP, Compensation, etc.)**
- ✔ **Development of Safety Performance Profiles**
  - **Directorate / Division / Offices**
- ✔ **Conduct Briefing of Safety Performance Profiles**
  - **Detailed Analysis of Previous Years Incidents**

The CISP Process

- ✔ **Directorate / Division / Offices Assign Accountability for Goals**
  - **Incident Rates / Special Initiatives**
- ✔ **Implement the Action Plan**
- ✔ **Monitor and Evaluate Progress of Action Plan**
  - **Compliance with Implementation**
  - **Assess Safety Performance**
  - **Make Necessary Adjustments**
- ✔ **Reporting Results**
  - **Quarterly Reviews with Commander / Director**
  - **Safety Office provides Monthly Safety Performance Updates**

Action Plans

- **Directorate / Division Actions Plans:**
  - **Injury / Illness Incident Rates are compatible with Commander's Goals and Objectives.**
  - **Who will be accountable / responsible for implementing the action plan.**
  - **What objectives will be implemented to address problem areas.**
  - **When the objectives will be implemented.**
  - **How the objectives will be measured and monitored to evaluate progress and effectiveness.**
- **Safety Office will conduct periodic reviews of Action Plans.**

Expectations of the CISP Program

- ✔ **Continuous Improvement in Safety Performance**
  - ➤ **Fewer Employees Injured and Less Severely**
  - **Reduced Incident Rates**
- ✔ **Reduced Current and Future Associated Costs (Medical, COP, Compensation, etc.)**
  - **Positive Impact on Profitability**
  - **Compensation Cost Avoidance**
- ✔ **Increased Accountability for Accident Prevention**
  - **Intervention at the Right Level**

Expectations of the CISP Program

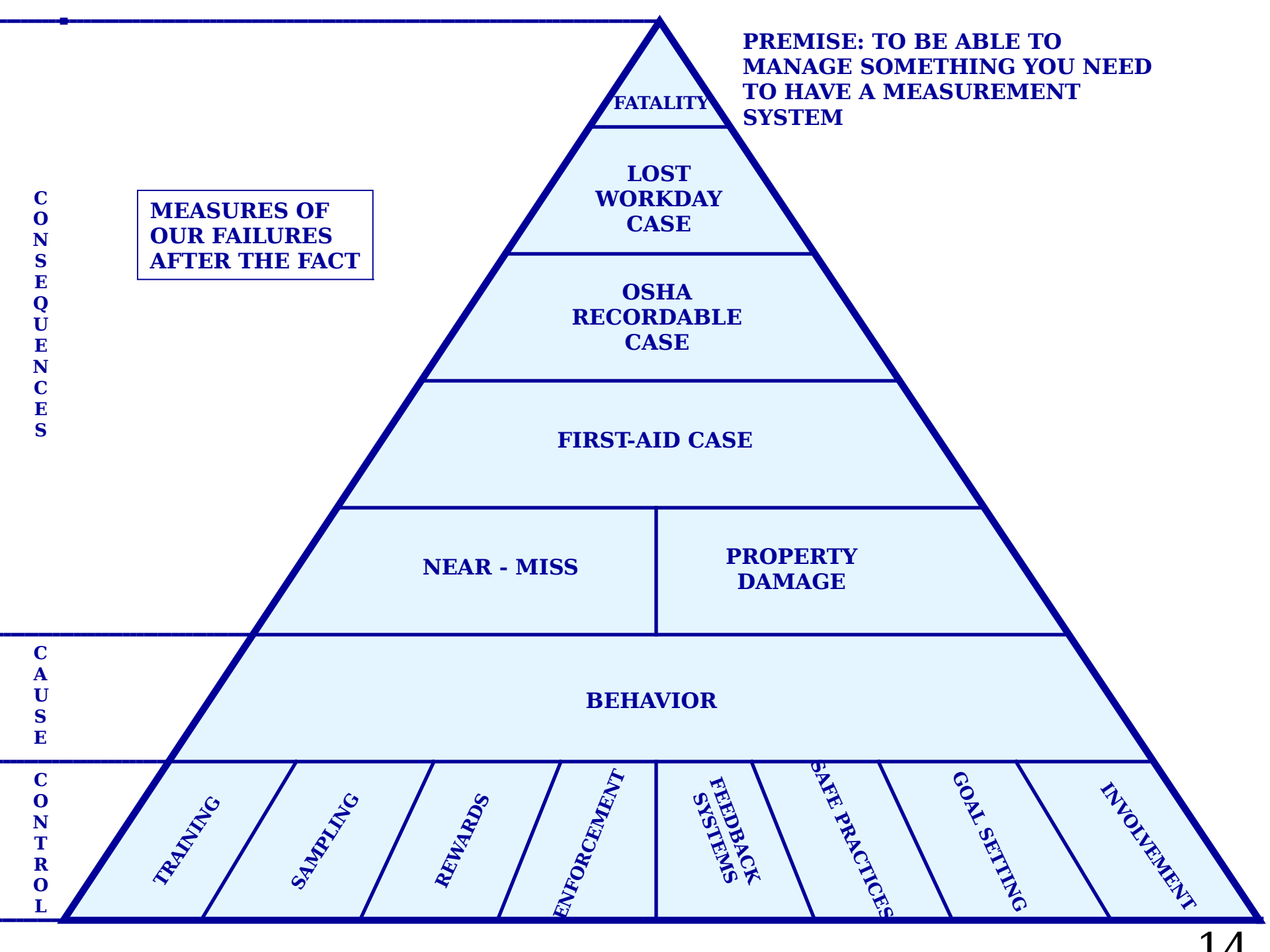
- ✔ **Ability to Successfully Benchmark Against World-Class Organizations**
  - ➤ **Lost Time Frequency Rates Less Than 1**
- ✔ **Increased Productivity and Overall Efficiency**
  - **Improved Reputation**
  - **Increased Competitive Posture**
- ✔ **Reduces Possible Audits from Other Agencies**
  - **OSHA**
- ✔ **Increased Employee Morale**

Definitions

- **Lost Time Injury: A work related injury or illness involving one or more full days away from work beyond the date of occurrence.**
- **OSHA Recordable Injury: All work related injuries and illnesses, and those injuries that result in loss of consciousness, lost workdays (days away from work and/or restricted activity), transfer to another job, or require medical treatment beyond simple first-aid.**

Definitions

- **First-Aid Injury: Any injury one-time treatment and subsequent observation of minor scratches, cuts, burns, splinters, and so forth, that do not ordinarily require medical treatment.**
- **Severity Rate: The number of lost workdays away from work per 200,000 hours worked.**


PREMISE: TO BE ABLE TO MANAGE SOMETHING YOU NEED TO HAVE A MEASUREMENT SYSTEM
MEASURES OF OUR FAILURES AFTER THE FACT
CONSEQUENCES
FATALITY
LOST WORKDAY CASE
OSHA RECORDABLE CASE
FIRST-AID CASE
NEAR - MISS
PROPERTY DAMAGE
CAUSE
BEHAVIOR
CONTROL
TRAINING
SAMPLING
REWARDS
ENFORCEMENT
FEEDBACK SYSTEMS
SAFE PRACTICES
GOAL SETTING
INVOLVEMENT

Safety Metrics

Frequency Rates

Calculating Frequency Rates:

Frequency Rate = $\frac{\text{(Number of Incidents) x (200,000 Hours)*}}{\text{Number of Exposure Hours}}$

*** 200,000 Hours = (100 persons) x (2000 Hours) or 1 Man Year**

Example:

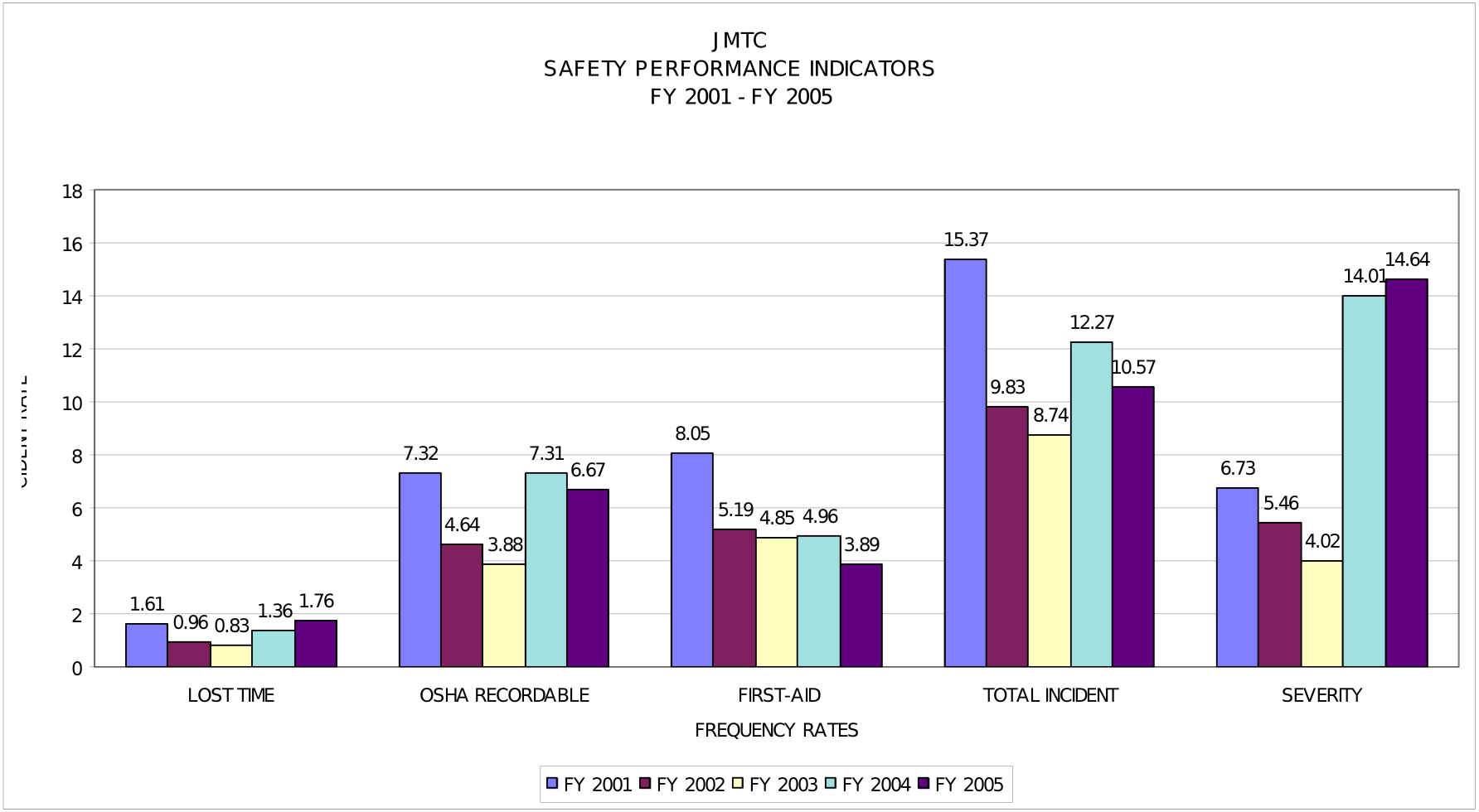
YTD SEP FY 2005

Total Incident Rate (JMTC) = $\frac{\text{(114) x (200,000 Hours)}}{\text{2,157,993.1}}$

5-Year Profile

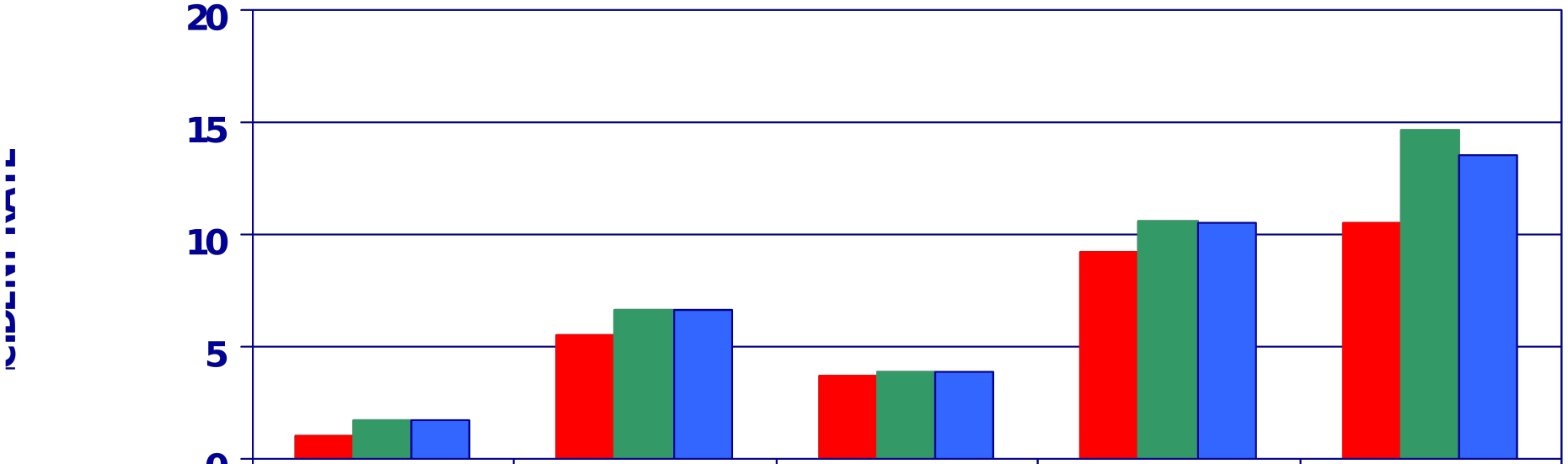
CASES	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
LOST TIME	11	7	6	11	19
OSHA RECORDABLE	50	34	28	59	72
FIRST-AID	55	38	35	40	42
TOTAL	105	72	63	99	114
LOST WORKDAYS	46	40	29	113	158
HOURS OF EXPOSURE	1,366,682.4	1,464,709.6	1,442,056.2	1,613,645.9	2,157,993.1

FREQUENCY RATES	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
LOST TIME	1.61	0.96	0.83	1.36	1.76
OSHA RECORDABLE	7.32	4.64	3.88	7.31	6.67
FIRST-AID	8.05	5.19	4.85	4.96	3.89
TOTAL INCIDENT	15.37	9.83	8.74	12.27	10.57
SEVERITY	6.73	5.46	4.02	14.01	14.64


JMTC
SAFETY PERFORMANCE INDICATORS
FY 2001 - FY 2005
18
16
14
12
10
8
6
4
2
0
1.61
0.96
0.83
1.36
1.76
7.32
4.64
3.88
7.31
6.67
8.05
5.19
4.85
4.96
3.89
15.37
9.83
8.74
12.27
10.57
6.73
5.46
4.02
14.01
14.64
LOST TIME
OSHA RECORDABLE
FIRST-AID
TOTAL INCIDENT
SEVERITY
FREQUENCY RATES
FY 2001
FY 2002
FY 2003
FY 2004
FY 2005

RIA MISSION SAFETY PERFORMANCE
CEILING vs YTD vs 12 MONTH AVERAGE
YTD FY SEP 2005

Status: RED



	LOST TIME	OSHA RECORDABLE	FIRST-AID	TOTAL INCIDENT	SEVERITY
CEILING	1.02	5.48	3.72	9.20	10.50
YTD	1.76	6.67	3.89	10.57	14.64
12 MONTH	1.70	6.66	3.85	10.51	13.54

Cases by Office Symbol

YTD FY SEP 2005

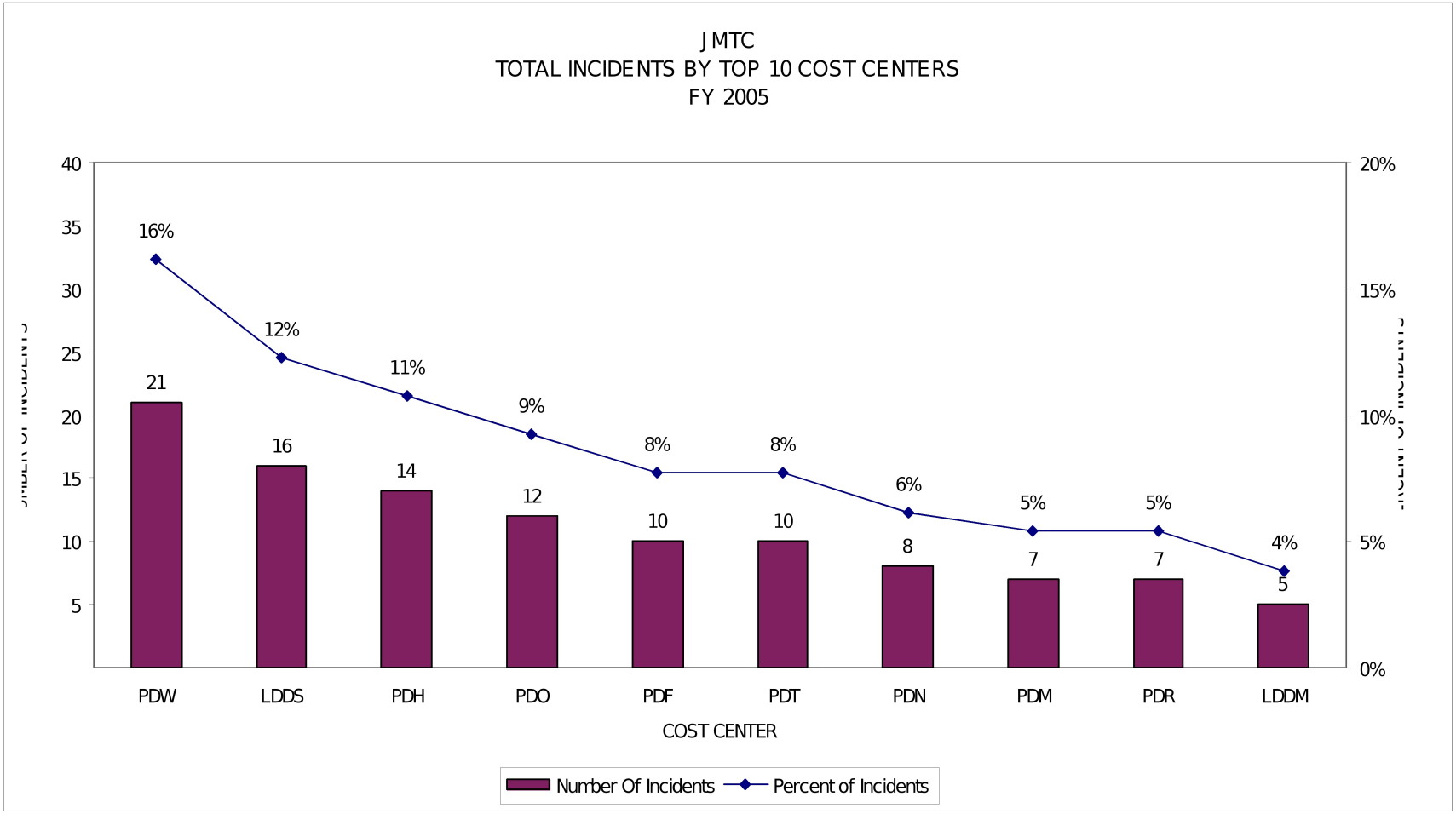
DESCRIPTION	COST CENTER	LOST TIME	OSHA RECORDABLE	FIRST-AID	TOTAL INCIDENT	LOST DAYS
JMTC - TOTAL	A0000 - D9900	19	72	42	114	158
CO	A0000	0	0	0	0	0
QM	G0000	0	0	0	0	0
RM	H0000	0	0	0	0	0
SE	J0000-J5000	1	2	0	2	7
BD	F0000-F2000	0	0	0	0	0
LD	B0000-B3300	3	9	6	15	12
MS	C0000	0	0	0	0	0
PD	D0000-D9900	15	61	36	97	139

Safety Performance Profile

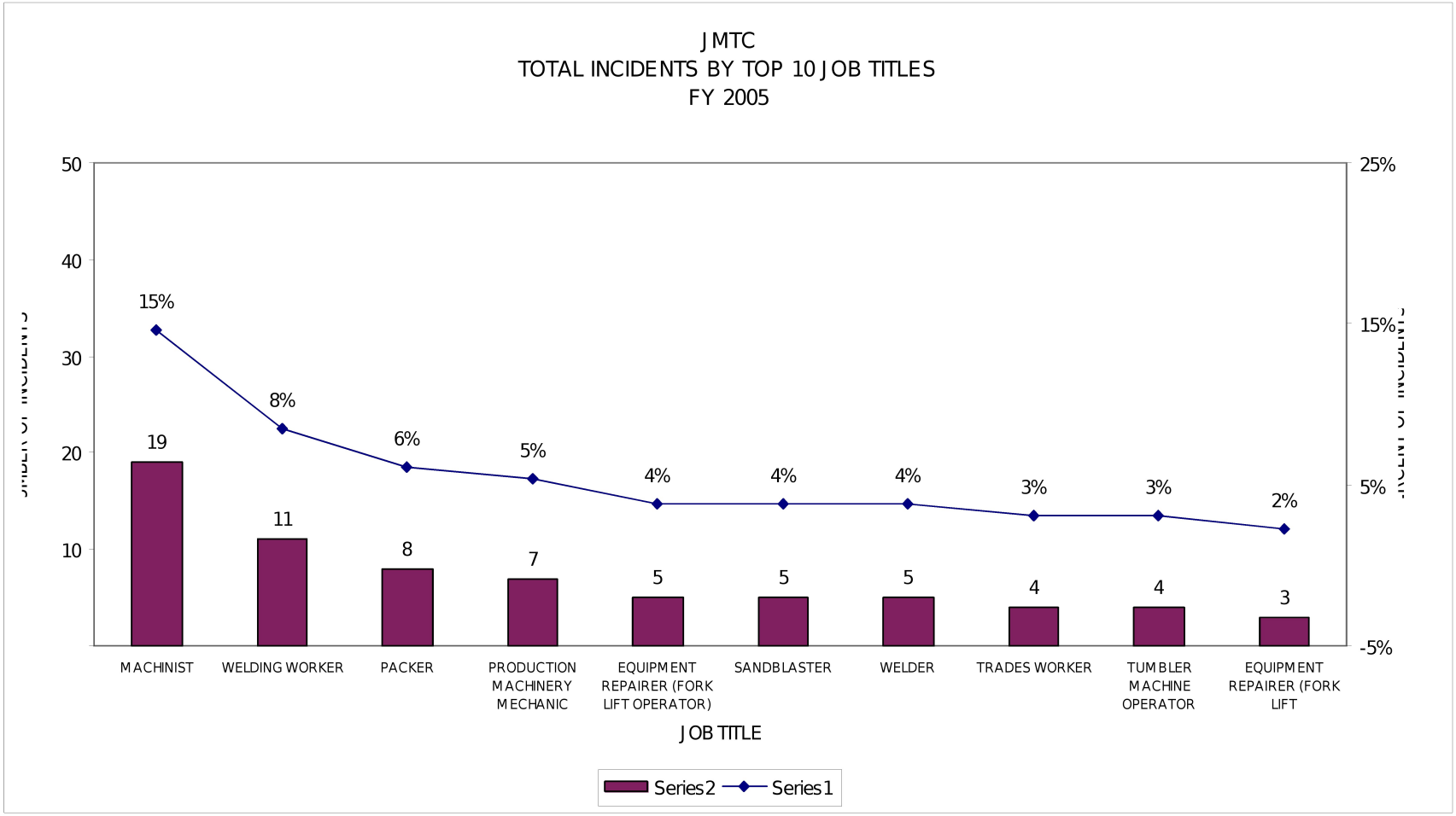
Current Safety Performance

- ✔ **JMTC Safety Performance Profile**
  - ➤ **Analysis by Top 10:**
    - **Cost Centers**
    - **Job Titles**
    - **General Tasks**
    - **Causes of Incidents**
    - **Injury Types**
    - **Body Parts**
    - **Injury Sources**
    - **General Location**
    - **Time of Day**

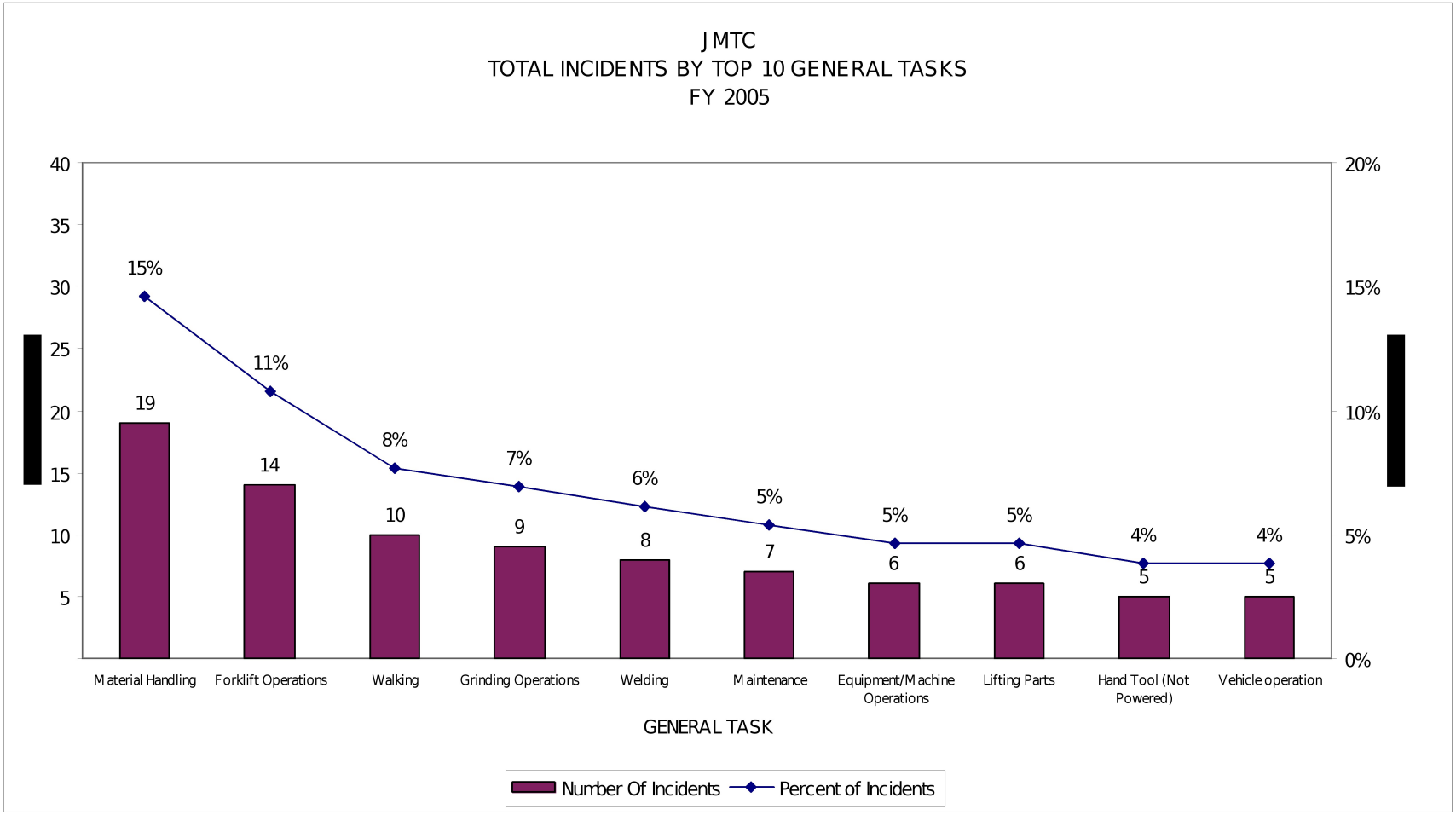
Cost Centers



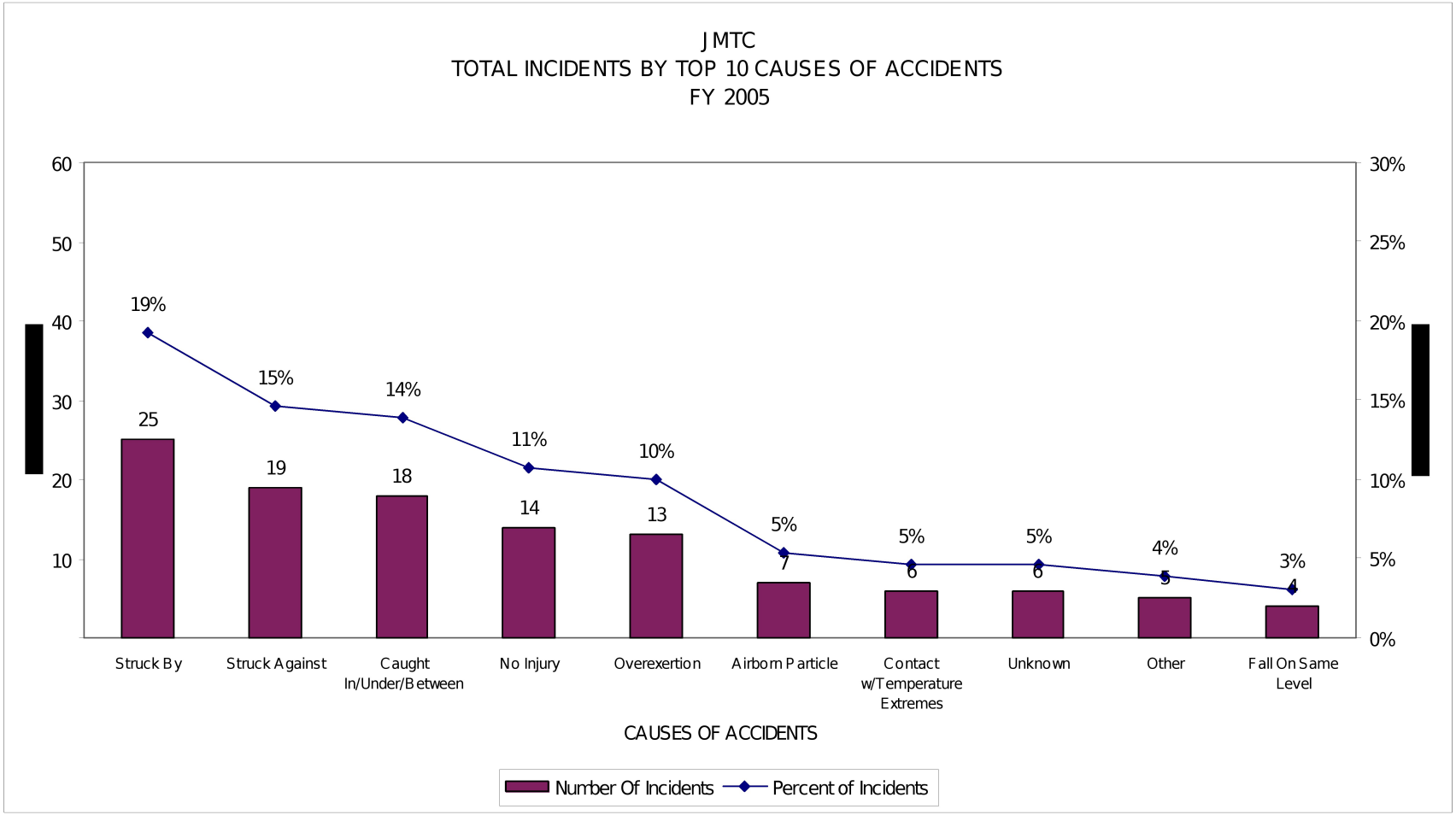
Job Titles


JMTC
TOTAL INCIDENTS BY TOP 10 JOB TITLES
FY 2005
50
40
30
20
10
25%
15%
5%
-5%
15%
8%
6%
5%
4%
4%
4%
3%
3%
2%
19
11
8
7
5
5
5
4
4
3
MACHINIST
WELDING WORKER
PACKER
PRODUCTION MACHINERY MECHANIC
EQUIPMENT REPAIRER (FORK LIFT OPERATOR)
SANDBLASTER
WELDER
TRADES WORKER
TUMBLER MACHINE OPERATOR
EQUIPMENT REPAIRER (FORK LIFT
JOB TITLE
Series2
Series1

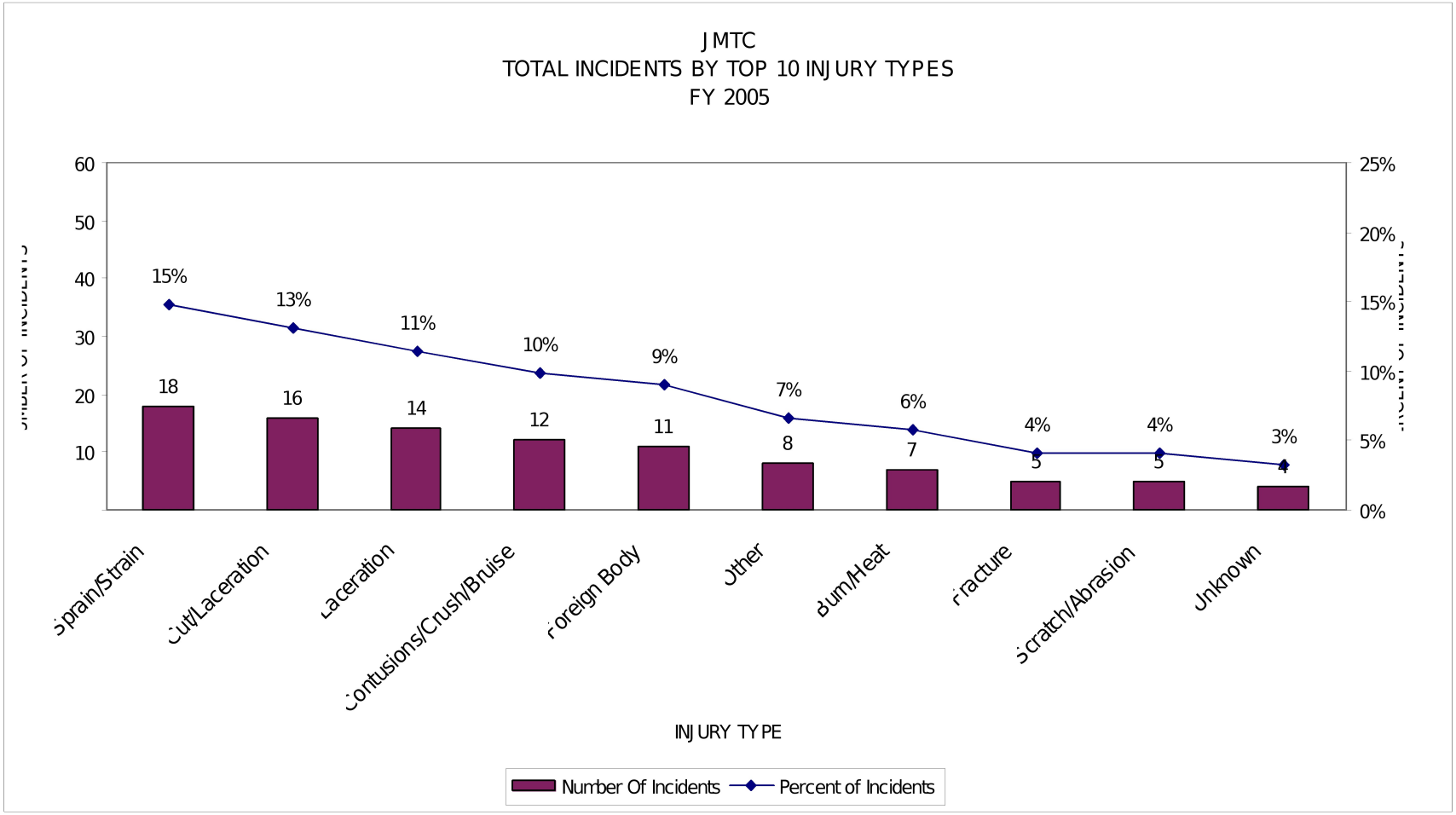
General Tasks



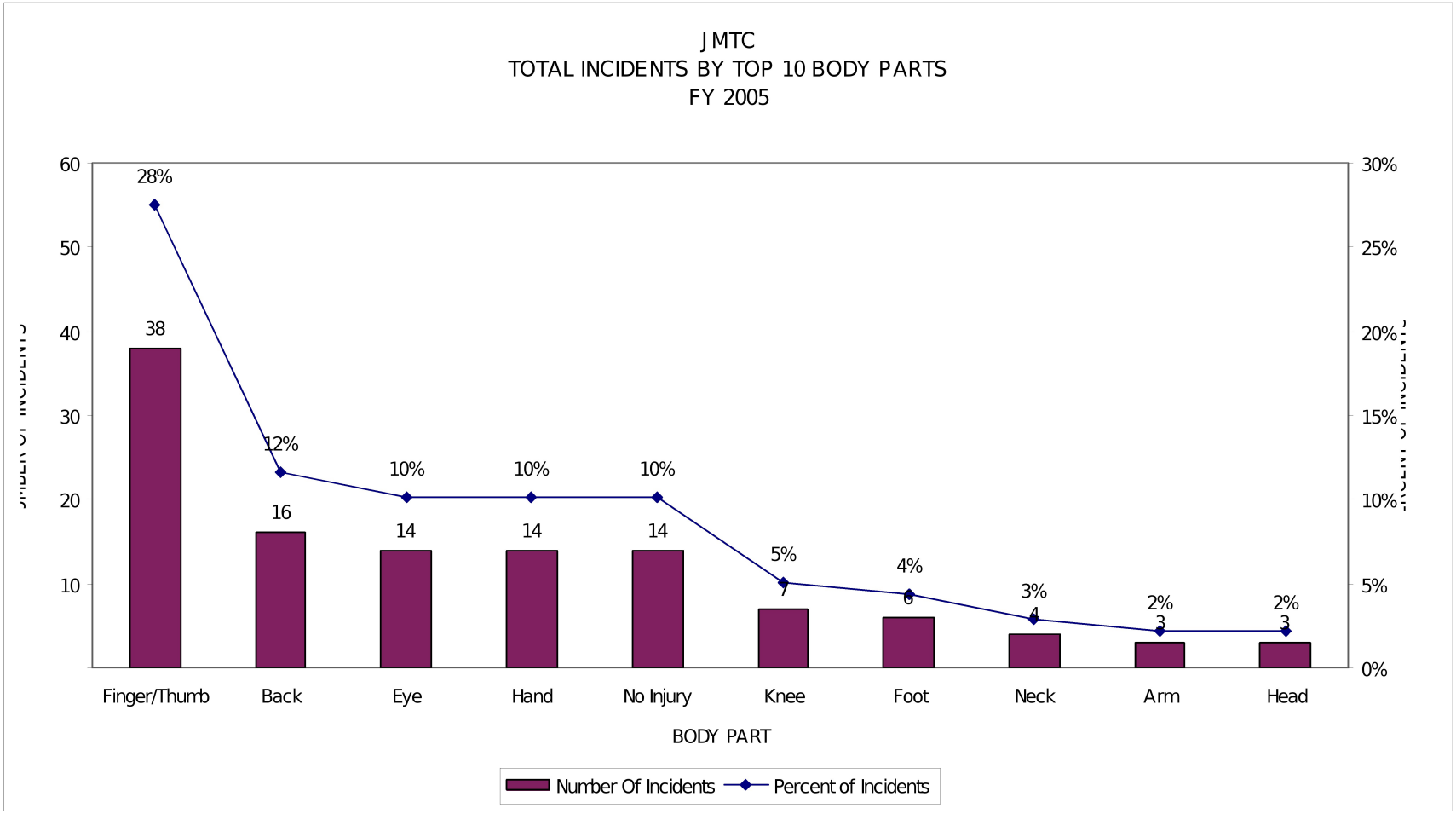
Cause of Accidents



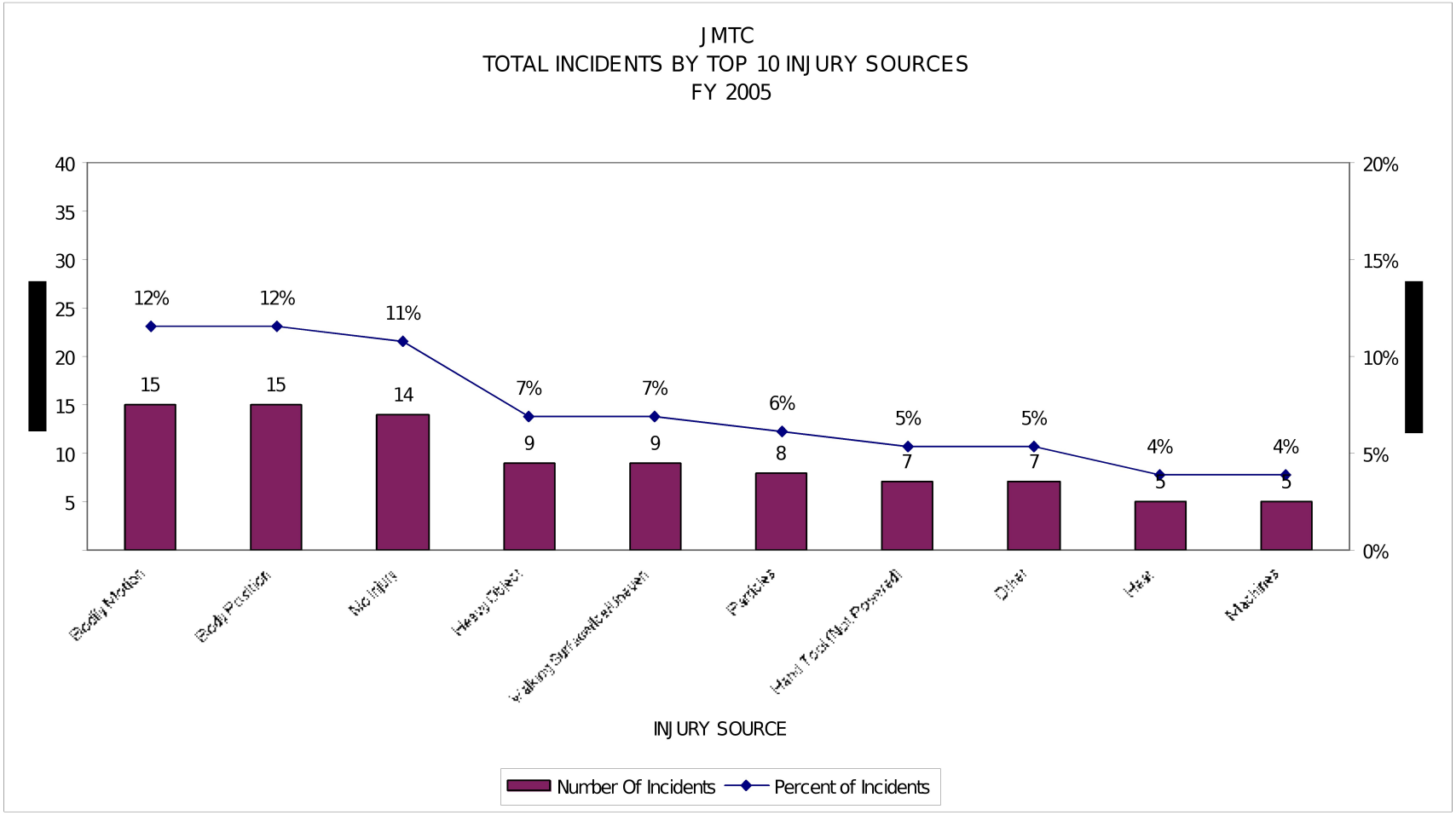
Injury Types



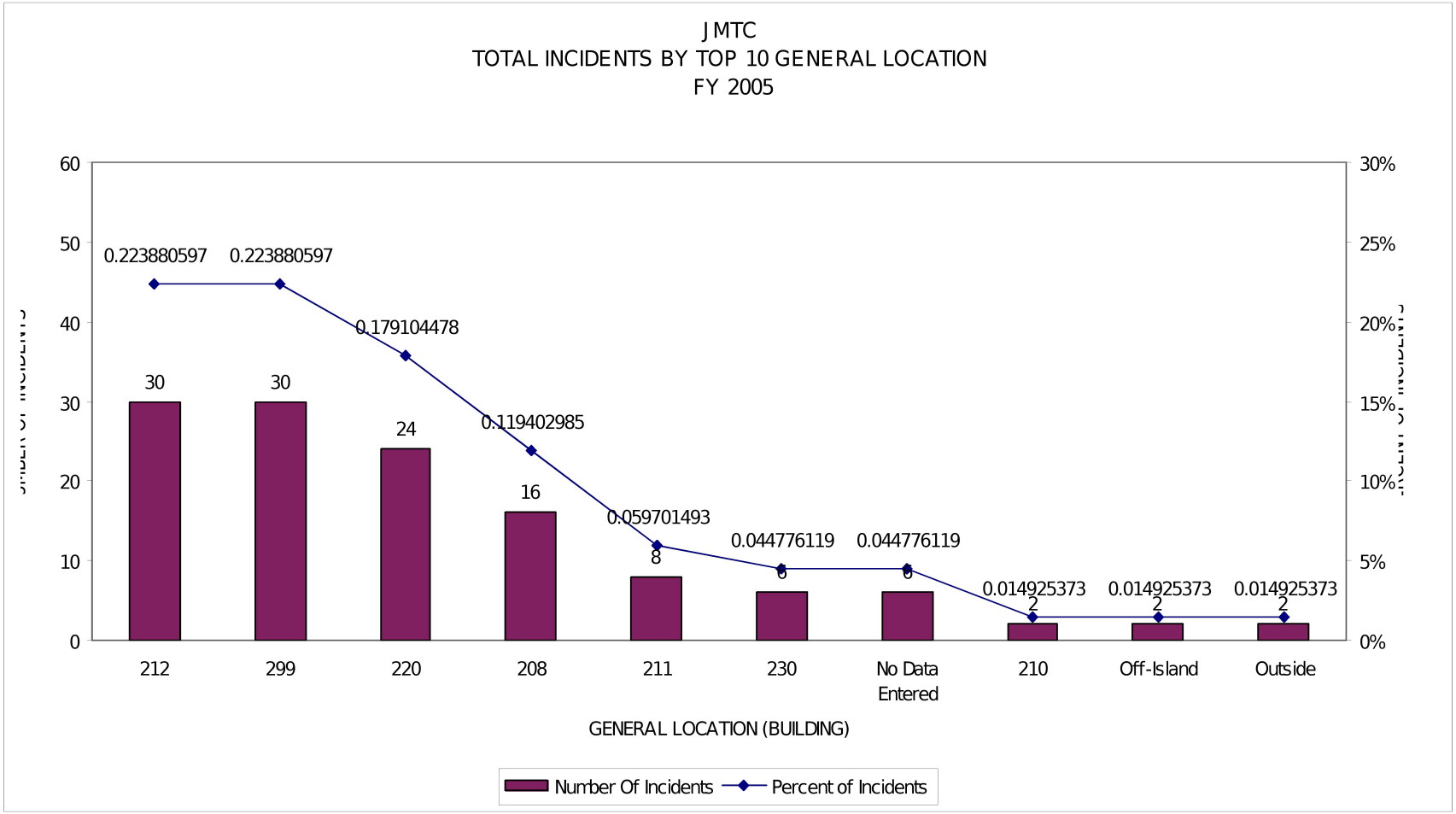
Body Parts


JMTC
TOTAL INCIDENTS BY TOP 10 BODY PARTS
FY 2005
60
50
40
30
20
10
30%
25%
20%
15%
10%
5%
0%
28%
12%
10%
10%
10%
5%
4%
3%
2%
2%
38
16
14
14
14
7
6
4
3
3
Finger/Thumb
Back
Eye
Hand
No Injury
Knee
Foot
Neck
Arm
Head
BODY PART
Number Of Incidents
Percent of Incidents

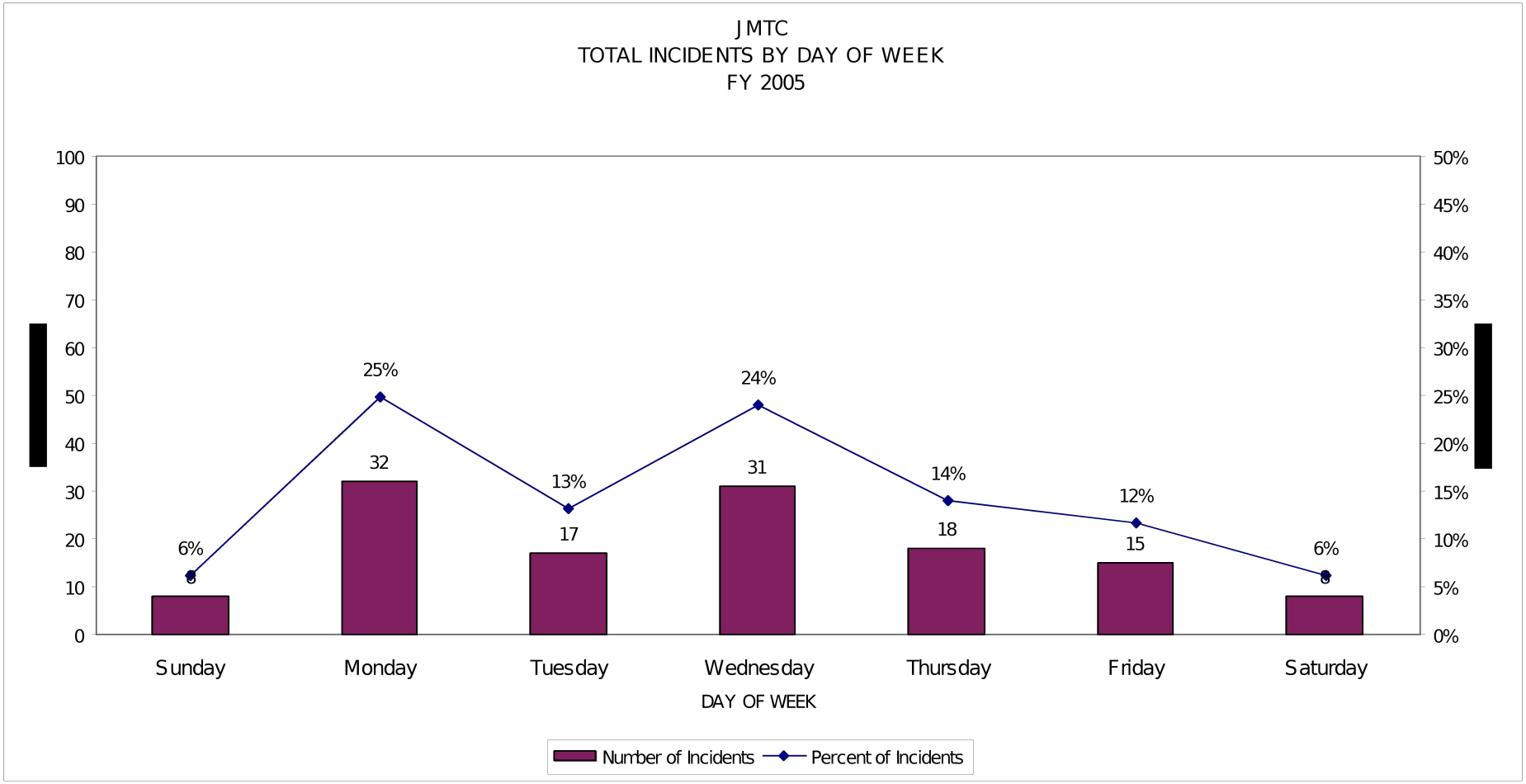
Injury Sources



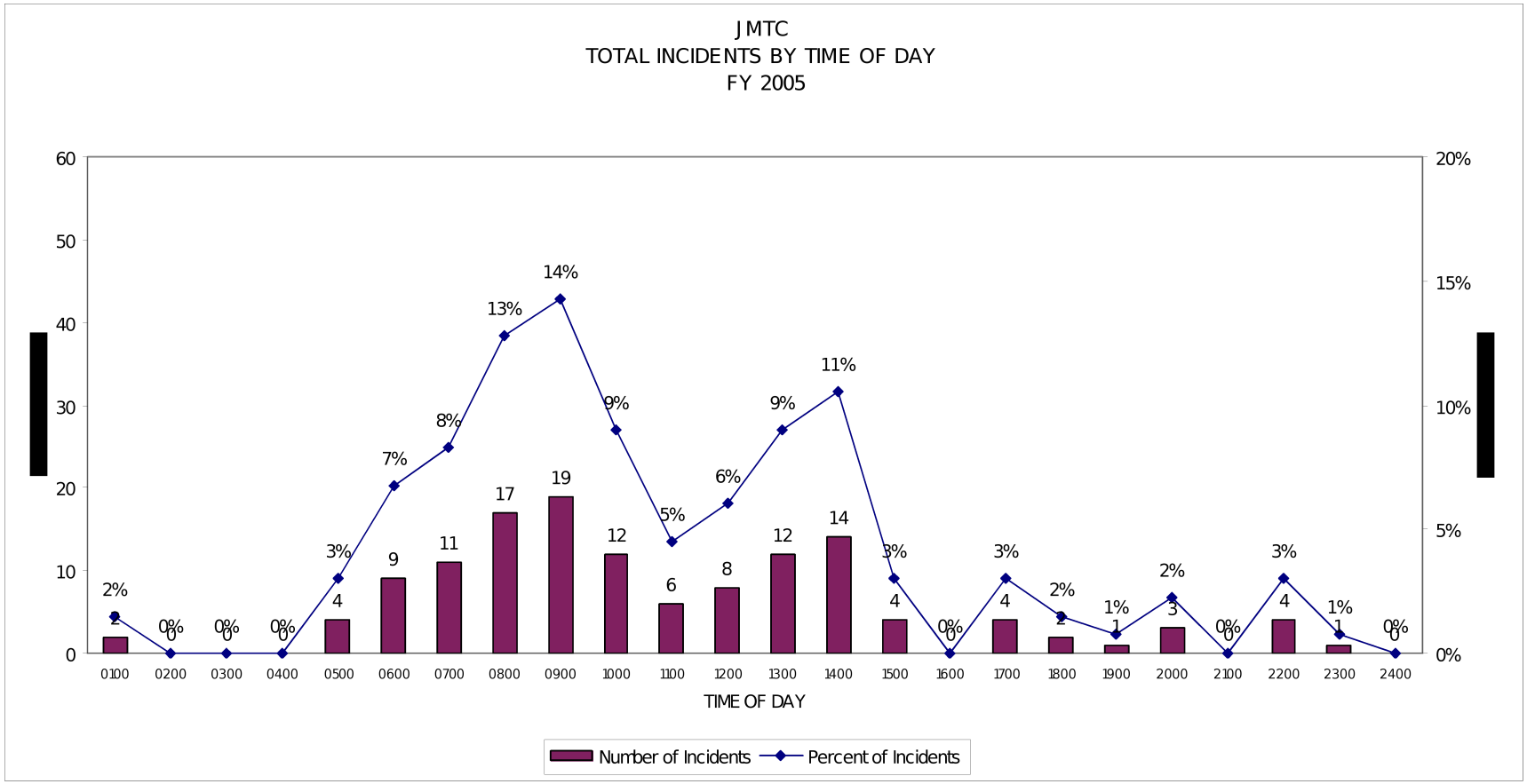
General Location



Day of Week


JMTC
TOTAL INCIDENTS BY DAY OF WEEK
FY 2005
100
90
80
70
60
50
40
30
20
10
0
50%
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
6%
25%
13%
24%
14%
12%
6%
8
32
17
31
18
15
8
Sunday
Monday
Tuesday
Wednesday
Thursday
Friday
Saturday
DAY OF WEEK
Number of Incidents
Percent of Incidents

Time of Day


JMTC
TOTAL INCIDENTS BY TIME OF DAY
FY 2005
60
50
40
30
20
10
0
20%
15%
10%
5%
0%
2%
0%
0%
0%
3%
7%
8%
13%
14%
9%
5%
6%
9%
11%
3%
0%
3%
2%
1%
2%
0%
3%
1%
0%
2
0
0
0
4
9
11
17
19
12
6
8
12
14
4
0
4
2
1
3
0
4
1
0
0100
0200
0300
0400
0500
0600
0700
0800
0900
1000
1100
1200
1300
1400
1500
1600
1700
1800
1900
2000
2100
2200
2300
2400
TIME OF DAY
Number of Incidents
Percent of Incidents

Accident Investigation

- **Commander Sets Policy on Conducting Accident Investigations.**
  - **All policies are formal and written.**
  - **Accidents are reported within 2 hours of the occurrence.**
  - **Accidents are investigated with 72 hours of the occurrence.**
  - **Safety After Accident Review (SAAR) Accident Investigation Report is completed for incident and forwarded.**
  - **SMCRI Form 60, Employee Dispensary and Status Form, shall be completed for all incidents requiring treatment at RIA Health Clinic.**

"All accidents, no matter how minor they appear, shall be reported and investigated according to established policies and procedures."

ROCK ISLAND ARSENAL
CENTER FOR EXCELLENCE